

Rhode Island Job Vacancy Survey

July-August, 2003

Job vacancy data is beneficial to all labor market information users because it provides a measure of demand for workers and the means to analyze job vacancy characteristics. When combined with other statistics, such as unemployment rates and occupational wage levels, job vacancy data can provide a good indicator of labor market tightness, labor force shortages, and the overall health of state and local labor markets. The Rhode Island Department of Labor and Training's Labor Market Information unit conducted its first Job Vacancy Survey (JVS) between July and August, 2003.

Between July and August 2003, an estimated 5,710 job vacancies were measured in Rhode Island's private sector. This represents a job vacancy rate of 1.5 percent, or the number of vacant jobs per every one hundred jobs filled. Of these vacancies, 59.4 percent were full-time positions, while the remainder (40.6%) were part-time. During this period, just over 84 percent of job vacancies were permanent positions, while 15.9 percent were temporary positions or seasonal in nature.

The Job Vacancy Survey also asked employers to report on how long they had been trying to fill each position. An estimated 40.1 percent of job vacancies were being constantly recruited for. Over 37 percent of these vacancies had been open for less than thirty days, while an additional 13 were open for more than sixty days.

Rhode Island Job Vacancy Survey	
<i>July-August, 2003</i>	
<i>Summary</i>	
Total Employment	386,571
Number of Job Vacancies	5,710
Job Vacancy Rate	1.5%
<i>Detail</i>	
Full Time Positions	59.4%
Part Time Positions	40.6%
Vacancies Open < 30 Days	37.2%
Vacancies Open Between 30-59 Days	9.7%
Vacancies Open > 60 Days	13.0%
Constantly Recruiting/Always Hiring	40.1%
Permanent Positions	84.1%
Temporary/Seasonal Positions	15.9%
No Education Requirement	21.8%
Vacancies Requiring a Diploma/GED	34.2%
Vacancies Requiring Vocational Training	18.1%
Vacancies Requiring an Associate's Degree	10.9%
Vacancies Requiring a Bachelor's Degree	13.7%
Vacancies Requiring an Advanced Degree	1.4%
License or Certificate Required	29.5%
No Experience Required	29.0%
General Work Experience Required	14.8%
Experience Related to Position Required	56.2%
Mean Hourly Wage for All Vacancies	\$13.52
Vacancies with Health Insurance	64.7%
Vacancies with Paid Sick Leave	47.6%
Vacancies with Paid Vacation	64.7%
Vacancies with Retirement Svgs. Plan/Pension	65.5%
Vacancies with No Benefits Offered	20.5%

During this period, more than 34 percent of reported vacancies required only a high school diploma or GED, while an additional 21.8 percent had no education requirement at all. A vocational education was necessary for 18.1 percent of job openings. In comparison, jobs requiring a college education (Associate, Bachelor, or Advanced degrees) combined to account for just 26 percent of vacancies.

An estimated 64.7 percent of vacant jobs offered health insurance to the employee, while the same percentage offered paid vacation. Retirement savings plans or pensions were offered with 65.5 percent of vacant positions, while just 47.6 percent of job vacancies offered the employee paid sick leave. Jobs without benefits comprised 20.5 percent of all job vacancies during this period. Overall, the mean hourly wage for all job vacancies was \$13.52.

Between July and August 2003, more than thirty percent of Rhode Island's estimated private sector job vacancies were in Health Care & Social Assistance (1,724) industries - the most reported by any sector. Retail Trade (814) accounted for an additional 14.3 percent of job vacancies, followed by Administrative & Waste Services' 648 vacancies, or 11.3 percent of the private sector total.

The following pages provide a more in-depth analysis of job vacancy data on both a sector and occupational basis. For more information on the Rhode Island Job Vacancy Survey, please visit www.dlt.ri.gov/lmi/jvs.htm.

A Product of the

Labor Market Information Unit- Rhode Island Department of Labor and Training

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Rhode Island Job Vacancy Survey, July-August 2003

Sector Analysis

Overall, more than thirty percent (1,724) of the private sector job vacancies estimated during the survey period were in Health Care & Social Assistance, with an additional 14.3 percent in Retail Trade (814) and 11.3 percent in Administrative & Waste Services (648). The Information (468), Accommodation & Food Services (447), and Durable Goods Manufacturing (385) sectors also reported a significant number of job vacancies between July and August 2003.

According to the Job Vacancy Survey, Health Care & Social Assistance industries combined for an estimated 1,724 job vacancies during this period, the most by any sector. This job vacancy rate of 2.5 percent was the third highest in private industry, trailing Administrative & Waste Services (4.2%) and Information (3.2%). Nearly one-half (49.0%) of all Health Care & Social Assistance vacancies were being constantly recruited for, while 28.1 percent had been open for less than thirty days. Approximately one-third (32.5%) of the sector's job vacancies required a high school diploma or GED, while smaller percentages required either vocational training (19.9%) or a bachelor degree (19.8%). Health insurance was offered with an estimated 56.7 percent of job vacancies in this sector, while three-quarters offered paid vacation (75.0%) and 60.2 percent granted paid sick leave. Just 16.1 percent of job vacancies in Health Care & Social Assistance offered no benefits to the perspective employee.

The Retail Trade sector reported a job vacancy rate of 1.6 percent, comparable to the private sector average of 1.5 percent. An estimated 65.5 percent of vacancies in this sector were part-time positions and more than half (52.0%) were being constantly recruited for. There was no educational requirement for 46.7 percent of Retail Trade job vacancies, whose mean hourly wage (\$9.16) was the third lowest by sector. More than half of the sector's estimated vacancies offered paid vacation (55.9%) and/or a retirement savings plan or pension (53.0%), while 46.9 percent offered health insurance.

The highest job vacancy rate by sector was in Administrative & Waste Services (4.2%). Most of the sector's vacancies were open for less than thirty days (78.5%) and were full-time positions (75.2%). Just over forty percent of Administrative & Waste Services vacancies required vocational training (40.1%), while an additional 21.1 percent required an associate degree. The mean hourly wage for job vacancies in Administrative & Waste Services was estimated at \$17.80, the second highest wage reported behind vacancies in Finance & Insurance (\$18.81).

Several sectors reported job vacancy rates below the private sector average, including Professional & Technical Services (1.2%), Accommodation & Food Services (1.1%), Transportation & Warehousing (1.1%), and Durable Goods Manufacturing (1.0%).

For more Job Vacancy Survey statistics by sector, please visit www.dlt.ri.gov/lmi/jvs.htm.

Rhode Island Job Vacancy Survey: July-August 2003								
<i>Job Vacancies by Sector</i>								
Sector	Number of Job Vacancies	Job Vacancy Rate	Part Time	Temporary/ Seasonal	Mean Hourly Wage	Health Insurance	Retirement Savings Plan/ Pension	No Benefits Offered
Construction	136	0.7%	0.0%	9.1%	\$ 13.48	33.6%	56.4%	30.0%
Durable Goods Manufacturing	385	1.0%	8.8%	5.2%	\$ 13.57	91.2%	83.9%	8.8%
Non Durable Goods Manufacturing	81	0.4%	3.0%	1.5%	\$ 12.45	97.0%	79.2%	3.0%
Wholesale Trade	112	0.8%	6.1%	0.0%	\$ 14.21	93.9%	46.5%	6.1%
Retail Trade	814	1.6%	65.5%	20.5%	\$ 9.16	46.9%	53.0%	37.8%
Transportation & Warehousing	100	1.1%	86.2%	19.9%	\$ 10.65	61.3%	11.0%	38.7%
Information	468	3.2%	29.0%	0.4%	\$ 17.70	92.2%	92.8%	3.8%
Finance & Insurance	148	0.7%	14.4%	0.0%	\$ 18.81	98.6%	99.3%	0.7%
Professional & Technical Services	204	1.2%	13.4%	1.1%	\$ 16.47	86.6%	88.0%	7.0%
Mgmt. of Companies & Enterprises	54	0.9%	1.9%	1.9%	\$ 15.75	98.1%	100.0%	0.0%
Administrative & Waste Services	648	4.2%	24.8%	76.5%	\$ 17.80	70.2%	76.1%	9.7%
Education Services	113	0.7%	32.0%	3.5%	\$ 13.88	70.8%	47.9%	28.3%
Health Care & Social Assistance	1,724	2.5%	51.2%	8.7%	\$ 14.41	56.7%	63.2%	16.1%
Accommodation & Food Services	447	1.1%	47.9%	7.1%	\$ 7.28	58.0%	53.2%	38.1%
Other Services	264	1.7%	65.4%	0.0%	\$ 8.99	32.1%	31.1%	60.6%

Rhode Island Job Vacancy Survey, July-August 2003

Occupational Summary

Healthcare Support Occupations (3.8%) and Health Practitioners & Technical Occupations (3.1%) reported the highest job vacancy rates among the major occupational groups measured. On an absolute basis, Health Practitioners & Technical Occupations (839) had the most estimated job openings during the survey period, followed by Office & Administrative Support Occupations (711), Sales and Related Occupations (698), and Healthcare Support Occupations (551).

The highest levels of educational attainment were required for vacancies in professional occupations, such as those found in the Computer & Mathematical and Architecture & Engineering groups. A significant portion of vacancies in the Food Preparation & Serving Related Occupations (68.3%), Construction & Extraction Occupations (62.7%), and Transportation & Material Moving Occupations (49.9%) groups had no specified educational requirement. Nearly all Health Practitioners & Technical Occupations (98.0%) vacancies required a license or certificate, reflecting the high demand for certified nursing assistants and nurses.

On an occupational group basis, the highest mean hourly wage was estimated in Computer & Mathematical Occupations (\$27.59), followed by Health Practitioners & Technical Occupations (\$24.28) and Management Occupations (\$23.53). The lowest estimated mean hourly wages were reported for vacancies within the Food Preparation & Serving Related (\$7.61), Building & Grounds Cleaning & Maintenance (\$8.47), and Personal Care & Service (\$8.85) occupational groups. No benefits were offered for 66.5 percent of Building & Grounds Cleaning & Maintenance Occupations vacancies, while 52.7 percent of vacancies in Personal Care & Service Occupations and 52.4 percent of vacancies in Food Preparation & Serving Related Occupations reported the same.

By detailed occupation, Nursing Aides, Orderlies & Attendants (508) accounted for the most job vacancies, followed by Registered Nurses (421) and Retail Salespersons (396). Health-related occupations accounted for three of the top four occupations with the most estimated vacancies, as Licensed Practical & Vocational Nurses also reported 251 openings. Licences Practical & Vocational Nurses was also the occupation with the highest job vacancy rate (13.6%) among the top twenty-five measured. Other occupations reporting significant job vacancy rates during this period include Financial Managers (8.7%), Grinding, Lapping, Polishing, & Buffing Machine Tool Setters, Operators, & Tenders (8.3%), Preschool Teachers (6.6%), and Teacher Assistants (6.2%).

The mean hourly wage was highest for Registered Nurses (\$24.81), Licences Practical & Vocational Nurses (\$22.96), and Financial Managers (\$21.09) vacancies, while Waiters & Waitresses (\$5.28), Cashiers (\$6.85), and Retail Salespersons (\$7.41) vacancies offered the lowest mean hourly wage.

For more Job Vacancy Survey statistics by occupation, please visit www.dlt.ri.gov/lmi/jvs.htm.

Rhode Island Job Vacancy Survey: July-August 2003

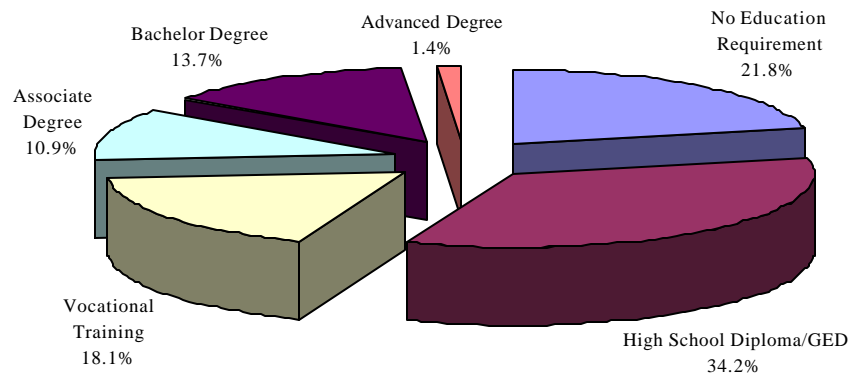
Selected Occupations

Occupational Title	Number of Job Vacancies	Job Vacancy Rate*	Part Time	Temporary/ Seasonal	Mean Hourly Wage	Health Insurance	Retirement Savings Plan/ Pension	No Benefits Offered
Nursing Aides, Orderlies, & Attendants	508	7.4%	50.9%	27.0%	\$ 11.35	58.7%	81.6%	3.1%
Registered Nurses	421	4.0%	34.8%	30.9%	\$ 24.81	75.6%	85.0%	9.8%
Retail Salespersons	396	3.0%	82.2%	32.4%	\$ 7.43	32.8%	41.0%	49.9%
Licensed Practical & Vocational Nurses	251	13.6%	20.7%	51.8%	\$ 22.96	86.0%	90.4%	2.3%
Waiters and Waitresses	164	1.6%	57.5%	40.1%	\$ 5.28	37.0%	37.3%	61.0%
Laborers & Freight, Stock, & Material Movers, Hand	153	2.2%	37.4%	0.0%	\$ 8.05	45.3%	46.6%	28.5%
Teacher Assistants	142	6.2%	64.2%	0.0%	\$ 7.51	35.8%	35.8%	8.0%
Financial Managers	134	8.7%	20.1%	0.0%	\$ 21.09	99.3%	98.5%	0.7%
Cashiers	119	1.1%	82.2%	1.8%	\$ 6.85	65.3%	73.8%	15.7%

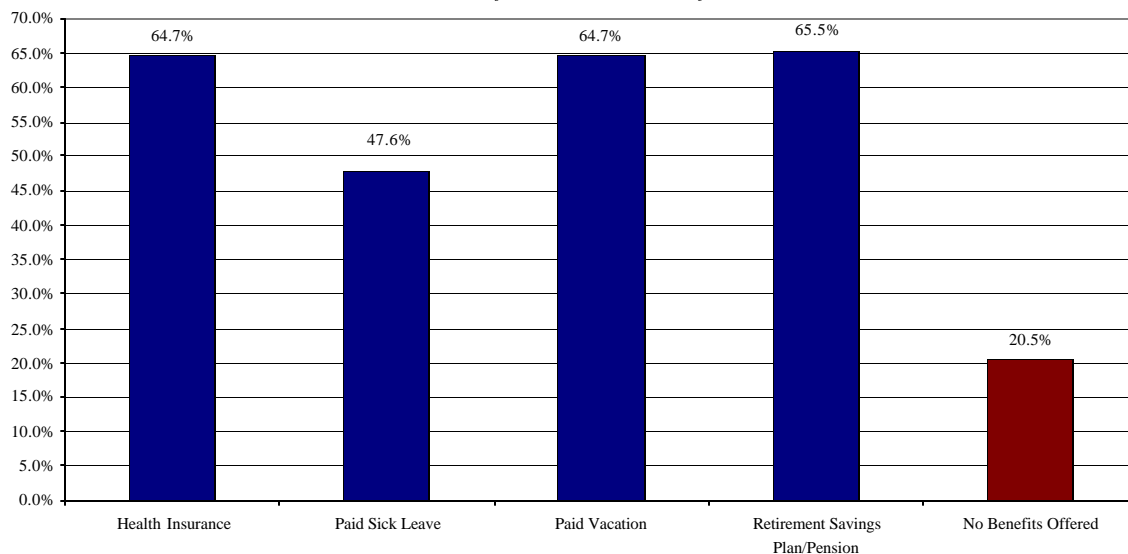
* Job vacancy rate is based upon Occupational Employment Statistics (OES), November 2002.

For more information on OES statistics, please visit www.dlt.ri.gov/lmi/oes.htm.

Rhode Island Job Vacancy Survey: July-August 2003
Educational Requirements for All Estimated Job Vacancies



Rhode Island Job Vacancy Survey, July-August 2003
Percent of Job Vacancies with Benefits



Methodology and Acknowledgments

Job vacancy information comes from a survey of nearly 2,000 Rhode Island private sector employers conducted between July and August 2003. The survey's sample was randomly selected from the state's Covered Employment and Wages (ES-202) database and stratified by sector and size class to represent the universe of employers in the Ocean State. The sample excluded private households and temporary help services.

The *Rhode Island Job Vacancy Survey* produces point-in-time estimates: employers were asked to provide information on current job vacancies at the time of survey completion, including job titles, number of job vacancies, education and experience requirements, wages and benefits, and the length of time job vacancies had been open. Approximately half of those surveyed participated. It is important to note that this survey provides *estimates* for the demand of workers during the survey period - exact counts of all job vacancies in the market cannot be known with certainty. Job vacancy statistics should be used in conjunction with other labor market information data (i.e. unemployment rates, occupation wage figures) to gain a more accurate understanding of the state's labor force conditions.

The Labor Market Information unit would like to thank Rachel Hillman and the Minnesota Department of Economic Security and Jeff Willingham of the Bureau of Labor Statistics for all of their assistance in developing this job vacancy survey.

For more Rhode Island Labor Market Information...



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February 2004